

Alaska PEOPLE

Bureau of Land Management

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BLM issues mineral resources policy

BLM has issued the first comprehensive policy for the management of mineral and energy in its history, according to the Robert J. Burford, BLM director.

The document, signed by Burford December 1, 1982, reflects the provisions of three important acts of Congress: the Mining and Minerals Policy Act of 1970, the Federal Land Policy and Management Act of 1976 and the National Materials and Minerals Policy, Research and Development Act of 1980.

Briefly stated the Mining and Minerals Policy Act declares that it is the responsibility of the federal government to encourage private enterprise in the development of a stable domestic minerals industry and the development of domestic mineral resources. FLPMA in part recognizes the validity of the Mining and Minerals Policy Act and adds,

"...that the public lands be managed in a manner which recognizes the nation's need for domestic sources of minerals and other re-

sources." FLPMA also provides for improved inventory, planning and decision processes. The 1980 National Materials and Minerals Policy, Research and Development Act restates the need to implement the 1970 act and requires the Secretary of the Interior to improve the quality of minerals data in federal land

Except for Congressional withdrawals, public lands shall remain

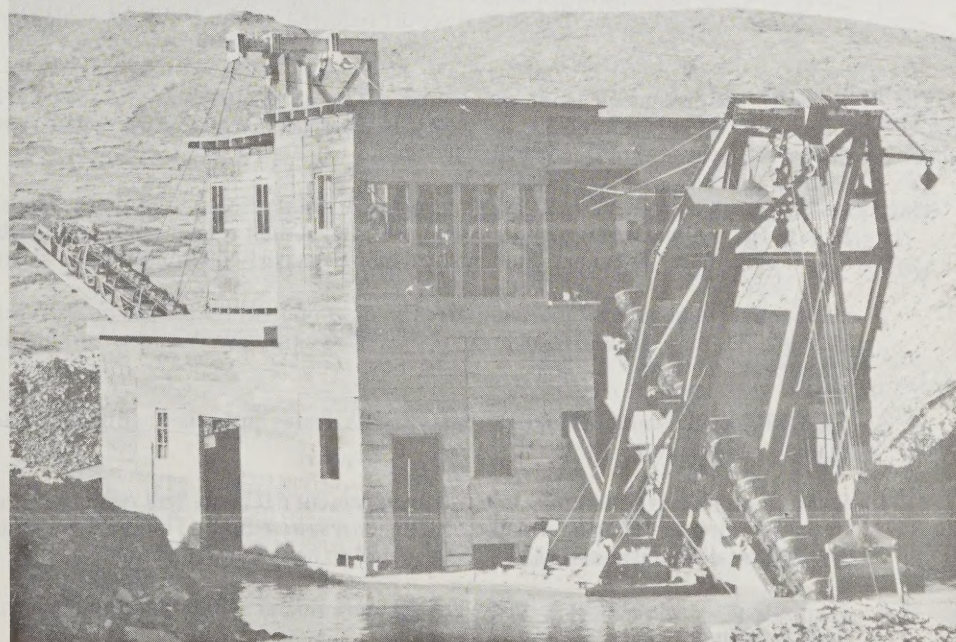
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Guide to employee conduct

By far, the vast majority of our employees are productive men and women who never become involved in a disciplinary action. But, as in any large organization, there are those who require corrective management action. These fall into two broad categories: those that deal with conduct and those that pertain to performance.

The most common disciplinary actions concern conduct. The incident that results in the discipline must have an impact on the organization. If there is no "nexus" or relationship between the misbehavior and the productivity of the mission, a disciplinary action cannot be supported. Disciplinary actions include oral admonishments, letters of admonishment or

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BLM-Alaska has issued full patent to six gold placer claims in the Nome area, according to Kay Kletka, acting chief of the Locatable Minerals section. Herbert Engstrom, 90, first located the placer claims in 1939 and has been actively mining ever since. Engstrom and his son Ronald mine claims which cover nearly 119 acres.

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open and available for minerals exploration and development, according to the BLM policy. "BLM actively encourages and facilitates the development by private industry of public land mineral resources to satisfy national and local needs, and provides for economically and environmentally sound exploration, extraction and reclamation practices," it further states.

Mineral exploration and development will figure highly in BLM land use plans and multiple use management decisions, recognizing that this important land use consideration can occur concurrently or sequentially with other resource uses. The policy also pro-

mises that land use planning will reflect geology, energy and mineral values through more effective mineral resource data assessment.

"I strongly support the Bureau's energy and minerals program and applaud the manner in which it is being implemented as part of our multiple use charter," Burford said.

The Mineral Resource Policy will be implemented immediately.

ALASKA PEOPLE includes the text of the Minerals Resource Policy so employees can better understand BLM's changing mission.



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Minerals Policy Statement

This statement sets forth BLM policy for management of mineral and energy resources on the public lands. It reflects the provisions of three important acts of Congress: the Mining and Minerals Policy Act of 1970, the Federal Land Policy and Management Act of 1976 and the National Materials and Minerals Policy, Research and Development Act of 1980. This policy statement represents a commitment by BLM to implement the policies of these statutes consistent with BLM's other statutory obligations.

The Mining and Minerals Policy Act of 1970 declares that it is the continuing policy of the federal government to foster and encourage private enterprise in the development of a stable domestic minerals industry and the orderly and economic development of domestic mineral resources.

The Federal Land Policy and Management Act of 1976 reiterates that the 1970 Mining and Minerals Policy Act be implemented and directs that public lands be managed in a manner which recognizes the Nation's need for improved inventory, planning and decision processes.

The 1980 National Materials and Minerals Policy, Research and Development Act restates the need to implement the 1970 act and requires the Secretary of the Interior to improve the quality of minerals data in federal land use decisionmaking. In April 1982, the President delivered to Congress the first annual report required by the 1980 act, which provided specific guidance to implement these acts.

The BLM recognizes that public lands are an important source of the Nation's mineral and energy resources, some of which are critical and strategic. BLM is responsible for making public lands available for orderly and efficient development of these resources under principles of balanced multiple use management.

The following principles will guide BLM in managing mineral resources on public lands:

1. Except for Congressional withdrawals, public lands shall remain open and available for mineral exploration and development unless withdrawal or other administrative action is clearly justified in the national interest.
2. BLM actively encourages and facilitates the development by private industry of public land mineral resources in a manner that satisfies national and local and provides for economically and environmentally sound exploration, extraction and reclamation practices.
3. BLM will process mineral applications, permits, leases and other use authorizations for public lands in a timely and efficient manner.
4. BLM's land use plans and multiple use management decisions will recognize that mineral exploration and development can occur concurrently or sequentially with other resource uses. The Bureau further recognizes that land use planning is a dynamic process and decisions will be updated as new data are evaluated.
5. Land use plans will reflect geology, energy and mineral values on public lands through more effective mineral resource data assessment.
6. The Bureau will maintain effective professional, technical and managerial personnel knowledgeable in mineral exploration and development.

These principles will be implemented immediately and further clarified where necessary through specific guidance to the field.

Plain talk about stress

- A 19-year-old girl learns that her boyfriend has been killed in an auto accident.
- A businessman loses an important deal to his competitor.
- An athlete receives a first-place award for his efforts in a track meet.
- A 15-year-old boy approaches a girl to ask her out for the first time.

What do all of these people and situations have in common? *Stress*. This may surprise you because the last two events involve happy events. The fact is that it doesn't matter whether the situation is pleasant or unpleasant according to Hans Selye, M.D. What counts is the intensity of the demand it places on you to readjust. Dr. Selye, a Montreal, Canada, physician and author of several books on stress, calls these incidents "stressors."

He states that the physical reaction of the body to stress is basically the same, regardless of the stressor. Furthermore, he feels that the only complete freedom from stress is death. Humans thrive on stress because it makes life more interesting.

No matter what you are doing, you are under some amount of stress. Even while you sleep, your body must continue to function and react to the stress imposed by dreaming. Stress comes from two basic forces—the stress of physical activity and the stress of mental/emotional activity. It is interesting to note that stress from emotional frustration is more likely to produce disease such as ulcers, that stress from physical work or exercise. In fact, physical exercise can relax you and help you to deal with mental stress.

STRESS OR DISTRESS

Then it would be true to assume there is no such thing as bad stress? Dr. Selye feels that there is a type of stress that can be harmful. He calls it *distress*. Distress is continual stress that causes you to constantly readjust or adapt. For example, having a job you don't like can be constantly frustrating, and frustration is "bad" stress. If this distress lasts long enough, it can result in fatigue, exhaustion, and even physical or mental breakdown. The best way to avoid it is to choose an environment that allows you to do the activities you enjoy, that are meaningful to you. Your friends, your work and even your future mate can be sources of challenging good stress or harmful distress.

Dr. Selye also believes that the absence of work is not necessarily a way to avoid stress. An example of this is the retired person who has nothing to do. Boredom then becomes an enemy capable of causing tremendous distress. Work is actually good for you as long as you can achieve something by doing it. It will only wear you out if it becomes frustrating because of failure or lack of purpose.

To avoid distress, you should seek work or tasks that:

1. You are capable of doing
2. You really enjoy
3. Other people appreciate

BODY REACTIONS TO STRESS

Regardless of the source of stress, states Dr. Selye, your body has a three-stage reaction to it.

Stage 1—Alarm

Stage 2—Resistance

Stage 3—Exhaustion

In the *alarm stage*, your body recognizes the stressor and prepares for fight or flight. This is done by a release of hormones from the endocrine glands. These hormones will cause an increase in heartbeat and respiration, elevation in blood sugar level, increase in perspiration, dilated pupils and slowed digestion. You will then choose whether to use this burst of energy to fight or flee.

In the *resistance stage*, your body repairs any damage caused from the stress. If, however, the stressor doesn't go away, the body cannot repair the damage and must remain alert.

This plunges you into the third stage—*exhaustion*. If this state continues long enough, you may develop one of the "diseases of stress," such as migraine headaches, heart irregularity or even mental illness. Continued exposure to stress during the exhaustion stage causes the body to run out of energy and may even stop bodily functions.

Since you cannot build a life completely free from stress or even distress, it is important that you develop some ways of dealing with stress.

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BLM -Alaska's m photograph

Twenty-some days after completing 10 years of federal service, Bob Arnold, special assistant to the State Director, joined the State of Alaska as Deputy Commissioner for Policy in the Department of Natural Resources.

Arnold admitted that he wasn't sure what the job entailed. "I'm second in command to Esther Wunnicke and my office is in Juneau. Who knows after that."

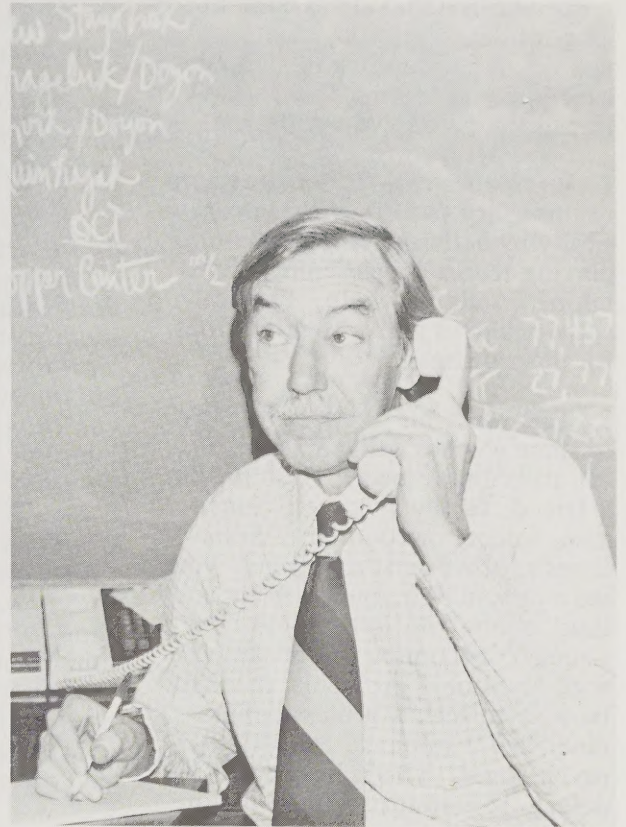
Bob joined BLM in 1978 to oversee the conveyance process performed by the then 80-person staff and to solve any problems that developed.

He came to the job well qualified to work with Native issues. Before joining BLM, he was the executive director of the Alaska Native Foundation. He is the principal author and editor of the book *Alaska Native Land Claims* and served as special assistant to Alaska Congressman Ralph Rivers and Senator E. L. "Bob" Bartlett. Arnold also has held posts as executive director of the Alaska Centennial Commission, executive director of the Alaska Public Broadcasting Commission and secretary of the board for the *Tundra Times*.

The Guthrie, Okla., native is a 1956 graduate of Wichita State University where he majored in political science and history. He also was a Woodrow Wilson Scholar in political science and government at the University of Washington.



ost ed man



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GETTING A HANDLE ON STRESS AND DISTRESS

Recognizing that stress has a life-long influence on you, what can you do about handling it? Doctors have come up with a few suggestions on how to live with stress.

1. **Work off stress**—If you are angry or upset, try to blow off steam physically by activities such as running, playing tennis or gardening. Even taking a walk can help. Physical activity allows you a "fight" outlet for mental stress.

2. **Talk out your worries**—It helps to share worries with someone you can trust and respect. This may be a friend, family member, clergyman, teacher or counselor. Sometimes another person can help you see a new side to your problem and thus, a new solution. If you find yourself becoming preoccupied with emotional problems, it might be wise to seek a professional listener like a guidance counselor or psychologist. This is not admitting defeat. It is admitting that you are an intelligent human being who knows when to ask for assistance.

3. **Learn to accept what you cannot change**—If the problem is beyond your control at this time, try your best to accept it until you can change it. It beats spinning your wheels and getting nowhere.

4. **Avoid self-medication**—Although there are many chemicals, including alcohol, that can mask stress symptoms, they do not help you adjust to the stress itself. Many are habit-forming, so the decision to use them should belong to your doctor. It is a form of flight reaction that can cause more stress than it solves. The ability to handle stress comes from within you, not from the outside.

5. **Get enough sleep and rest**—Lack of sleep can lessen your ability to deal with stress by making you more irritable. Most people need at least seven to eight hours of sleep out of every 24. If stress repeatedly prevents you from sleeping, you should inform your doctor.

6. **Balance work and recreation**—"All work and no play can make Jack a nervous wreck." Schedule time for recreation to relax your mind. Although inactivity can cause boredom, a little loafing can ease stress. This should not be a constant escape, but occasionally, you deserve a break.

7. **Do something for others**—Sometimes when you are distressed, you concentrate too much on yourself and your situation. When this happens, it is often wise to do something for someone else, and get your mind off of yourself. There is an extra bonus in this technique—it helps make friends.

8. **Take one thing at a time**—It is defeating to tackle all of your tasks at once. Instead, set some aside and work on the most urgent.

9. **Give in once in awhile**—If you find the source of your stress is other people, try to give in instead of fighting and insisting you are always right. You may find that others will begin to give in, too.

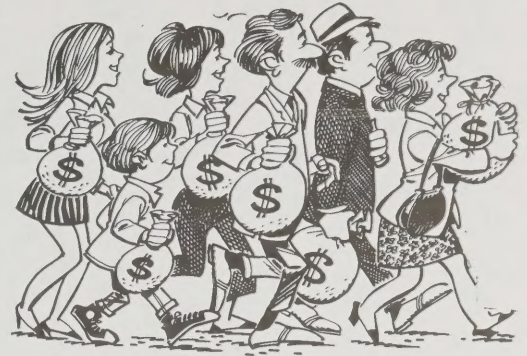
10. **Make yourself available**—When you are bored and feel left out, go where the action is! Sitting alone will just make you feel more frustrated. Instead of withdrawing and feeling sorry for yourself, get involved. Is there a play or musical coming up? Chances are they will need somebody to help backstage. Get yourself back there and somebody will probably hand you a hammer or paint brush.

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**The Annual Work Plan
for the third time!!**

ADO gives \$1,000 to Special Olympics



It was all in fun and for a good cause when Anchorage District Engineer Herb Brasseur received a pie in the face at the ADO charity auction. District employees bid for the right to toss the pie at their favorite character and others pledged money to Special Olympics.

Brasseur's bravery earned \$70, a healthy contribution toward the \$1,000 presented to Trudy Smith of the Special Olympics organization. Smith told the group that the money would be used to send special olympians to an international competition in 1983.

New additions to ADO advisory council

It has been more than a year since the district offices have had advisory councils, but a new slate of citizen advisors was recently named by Secretary Watt.

Returning to the Anchorage District board are Sally Suddock, consultant, Dennis Bromley, teacher, Paul Glavinovich, geologist and Robert Arwezon, realtor. New members include John Norman, Anchorage attorney, Hope Nelson, housewife, David Spencer, biologist, Jan Fredericks, executive director of the Kushkokwim Corporation and Konnie Halford, lodge owner.

One seat remains to be filled on the ADO council, that of an elected local government official.

Cultural Resources Booklet available

A new publication on cultural and fossil resources on the public lands is now available.

The booklet, entitled "Your Fragile Legacy," highlights some of the myriad of cultural and fossil remains that can be found on BLM-managed lands throughout the west. After explaining BLM's role in cultural resource management and some of the laws designed to protect these fragile links to our past, the booklet describes some of the sites.

The sites cover millions of years history from Grand Gulch in southeastern Utah, home of the Anasazi people 2,000 years ago, to a Pony Express station at Cold Springs Nevada. Others include a dry lakebed in Nevada's Stewart Valley which yields fossils of fish, plants and insects that lived 14 million years ago and a 12,000 year old hunting site on Iteriak Creek in NPR-A.

The booklet is available from the Public Affairs Office in both districts and the State Office.

THE LAST PAGE

letter. This letter states what element (s) is unsatisfactory, gives examples of poor performance, describes what will be expected in the future and tells what will be done to assist the employee to reach an acceptable level of competence. If that level is not reached, the supervisor issues a letter that proposes the removal or demotion of the employee. Unlike conduct where the results are expected to be immediate, the employee is given a reasonable amount of time to reach and demonstrate competence.

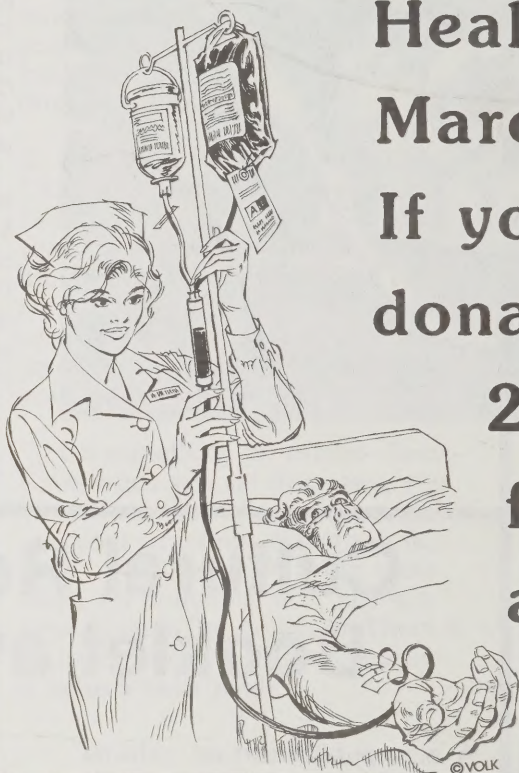
Both types of actions described above are taken by the employee's supervisory chair, not the personnel office. However, to assure that employees' rights are protected and regulatory procedures are followed, the personnel office must be involved to provide advice and assistance. These actions apply only to career employees. Those on temporary appointments and those who have not completed a probationary period are not entitled to the same rights and procedures, as they have no "property rights" to the jobs. If they do not demonstrate those qualities that would indicate that they will be contributing federal employee, they are removed. For additional information, contact Jim Pooley, ASO Personnel at 271-3171.

Blood Donors Sought!

The Anchorage Blood Bank will have a blood drawing at the Federal Health Unit,

March 15, 1983.

**If you want to donate, call
271-5198
for an
appointment.**



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